



DeKalb County Government

Manuel J. Maloof Center
1300 Commerce Drive
Decatur, Georgia 30030

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Thursday, October 6, 2022

2:15 PM

Special Called Meeting

This meeting will be conducted via teleconference (Zoom). Simultaneous public access to the meeting will be available

(1) via live stream on DCTV's webpage,

(2) on DCTVChannel23.TV

Meeting Started At: 2:01PM

Attendees: Commissioners Rader, Bradshaw, Davis Johnson

Present 2 - Commissioner Jeff Rader, and Commissioner Steve Bradshaw

Not Present 1 - Commissioner Ted Terry

I. MINUTES

2022-2228 Commission District(s): All
Minutes for the September 20, 2022, Employee Relations, and Public Safety Committee Meeting
MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 10/11/2022. The motion carried by the following vote:

Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

II. STATUS UPDATE

Human Resources Modified Pay and Class Study

-JR: we're going to postpone this discussion for the time it deserves at a future meeting

III. DISCUSSION

Police Midyear Budget

-presentation provided by Chief Ramos

-requested budget adjustments include addition of staff positions; 1 position for records technician, 5 public safety support assistants. Total is \$213,934

-Question JR: this midyear adjustment doesn't adjust the CEO's compensation discussion?

Z Williams: that can be addressed in the 2022 budget due to salary savings

-Question JR: are you using ARP salary supplements to achieve those goals?

Z Williams: not for those specific goals; additional information provided by COO Williams

-SB: motion to approve this budget adjustment

Second JR

Vote: yes 2-0

IV. AGENDA ITEM

Previously Heard Items

2022-2098

Commission District(s): ALL

REN - Self-Contained Breathing Apparatus (SCBA) Purchase, Repair and Maintenance (2nd Renewal of 4 Options to Renew), Contract No. 1218886: for use by Fire Rescue (FR). This contract consists of the purchase, repair, maintenance and management of the County's SCBA equipment. Awarded to Municipal Emergency Services, Inc. (MES). Amount Not To Exceed: \$5,234,646.00.

MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 10/11/2022. The motion carried by the following vote:

Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

-item has come out of OIA audit review and was supported

-M Butler: a substitute was provided to the committee last week seeking emergency ratification of the contract term, due to the expiration of the contract

-Question JR: the entire figure was supported by the audit?

M Butler: yes

2022-2054

Commission District(s): All Commission Districts
Home Rule Ordinance to amend the Pension Code of DeKalb County, Georgia, 1962 Ga. Laws 3088, as amended, to provide for an increase in monthly pension benefit amount to specified eligible retirees, joint annuitants, and beneficiaries.

MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 10/11/2022. The motion carried by the following vote:

Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

-information provided by Director Jacobs

-presentation and discussion with Pension Board chair Ed Wall on details within the DeKalb County pension plan

-presentation and discussion with Malichi Waterman of Segal on details within the COLA

-Question SB: do you have a specific recommendation or is this presentation just for informational purposes?

-M Waterman: 2% across the board is much more common as opposed to the other option. Additional information provided by Mr. Waterman

-JR: it's always been my goal to skew cost of living adjustments to those earning less. My preference is for the level dollar; I want to advocate for that. It's not what the Administration had proposed; I feel as though based upon my desire to help folks at the bottom end, we work to build that into a COLA that we have. I'm not in a position to make the motion but wanted to let the members of the committee know my preferences for the dollar option

-SB: I understand the intent that you're driving for; I have a bias for simplicity. Second, I'm not sure we should be in the business of discerning who is a more worthy retiree than another. As a thought, there's a reason why generals get paid more than privates in the military; there's a different level of responsibility of being in a position where your decision making affects others. In terms of action, I would recommend that we not take any action until the full complement of committee members is here. If this requires urgent action, then my bias would be for the 2% across the board

-JR: there is no direct imperative to act now; this is proposed to be retroactive to the first of the year. Given this discussion I would ask for a motion of deferral

-JR: Mr. Jacobs could you please brief Commissioner Terry on this as well?

L Jacobs: would be happy to do that, and Commissioner Terry is scheduling a meeting with local retirees who have been making an argument for an across the board COLA

2022-1764

Commission District(s): District 7
A Resolution of the Governing Authority of DeKalb County, Georgia to Acknowledge Gun Violence as a Public Health Crisis and to Call upon Federal, State and Local Legislators and Elected Officials to Pass Common Sense Gun Control Legislation to Reduce Gun Violence, Homicides and Mass Murders.

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Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

-JR: I will propose that we recommend deferral this item

2021-3499

Commission District(s): All Commission Districts
DeKalb County's adoption of a safe gun storage ordinance to impact
and prevent accidental injuries and deaths.

**MOTION was made by Steve Bradshaw, seconded by Jeff Rader,
that this agenda item be recommended for deferral to the Board
of Commissioners, due back on 10/11/2022. The motion carried by
the following vote:**

Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

-JR: I will propose that we recommend deferral this item

2022-2118

Commission District(s): All District Commission Districts
Adopt A Resolution to Raise the Minimum Wage for DeKalb County
Employees to a Living Wage

**MOTION was made by Steve Bradshaw, seconded by Jeff Rader,
that this agenda item be recommended for deferral to the Board
of Commissioners, due back on 10/11/2022. The motion carried by
the following vote:**

Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

-JR: I will propose that we recommend deferral this item

New Agenda items:

2022-2113

Commission District(s): ALL

LB - Invitation No. 22-101528 for Exercise Equipment (One Time Buy): for use by Fire Rescue Services. Consists of the purchase of exercise equipment for Fire Rescue personnel. Recommend award to the lowest, responsive and responsible bidders: Advantage Sports & Fitness & Force Tech Athletic. Total Amount Not To Exceed: \$153,852.20.

MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for approval to the Board of Commissioners, due back on 10/11/2022. The motion carried by the following vote:

Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

-information provided by Michelle Butler

-additional information provided by Director Fullum

-Question JR: did we make a previous purchase with a different bid?

D Fullum: that's correct; there's a long list of items that we were purchasing related to this, and there was more than one vendor providing the work

-Question JR: was there some sort of grant regarding this?

-response provided by Chief Fullum

-Question JR: does this completely cover the expected need or will there be additional equipment needed?

D Fullum: I believe we've expended all the cash for this one, but I'll get more clarity

2022-2125

Commission District(s): All Commission Districts

Employee Near-Site Clinic

MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 10/11/2022. The motion carried by the following vote:

Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

-L Jacobs: location has now been determined; there have been no changes since discussion on July 5th in committee
-Question JR: there's not much detail on the population covered. What is the structure and location?
-L Jacobs: The location is on 457 Wynn Way one block from DeKalb Medical Center; on the same street as CSB and Board of Health; the initial population is for DeKalb employees. Additional information provided by Director Jacobs
-Question JR: when would this open?
L Jacobs: first quarter of next year would be our opening date
-Question JR: this would cover costs of operation for 2023?
L Jacobs: that's correct
-Question JR: could you provide more information to the Commissioners on your startup model and the first year being through the end of 2023? It may be helpful to provide a substitute that provides more information

-SB: motion to approve the substitute that would provide more details on the particulars

2022-2236

Commission District(s): All Commission Districts
2023 Medicare Retiree Health Renewals

MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 10/11/2022. The motion carried by the following vote:

Yes: 2 - Commissioner Rader, and Commissioner Bradshaw

Not Present: 1 - Commissioner Terry

-information provided by Director Jacobs
-Question JR: the plus one and family provides an opportunity for dependents that may not be eligible for Medicare correct?L Jacobs: that's correct; additional information provided by Director Jacobs
-Question JR: this program is outside our self-insured program or our Kaiser program?
L Jacobs: that's correct; these are the Medicare rates we've reviewed with our consultant Buck
-Question JR: there's not really a viable option of attaching a high-deductible HSA correct?
L Jacobs: that's correct; there's no advantage tax-wise for 65+ retirees to have that
-Question JR: the rates are the same as described to us. There's nothing new here from your last presentation correct?
L Jacobs: that's right, this is a formal agenda item to accompany the presentation from last meeting; what you're approving today is the annual rate structure

Meeting Ended At: 3:38PM

Barbara H. Sanders-Norwood CCC, CMC